

McCall – Donnelly School District #421

Local Excellence in Achievement Awards Plan

Expenditure of grant funds

- Grant funds will be received based upon the district's salary based apportionment support units (approximately \$1450 per unit, totaling approximately \$76,000). A portion of the moneys so distributed shall be utilized by the district to pay variable rate-based employer benefit costs (Medicare, FICA, PERSI, approximate total \$15,000). The remaining funds (approximately \$61,000) will be distributed amongst all district employees who meet the criteria. Each classified employee who successfully completes the identified goals and objectives will receive a \$250 stipend. Each certified employee who completes the identified goals and objectives will receive an equal share of the remaining funds in proportion to the employees' pro-rated service percentage (example, half-time employees earn half of a share). The payment of any funds to an employee shall not create any requirement that the district will maintain or repeat such a payment in the future.

District goals identifying objective measures of growth in student achievement

- AIMSweb Reading Curriculum-Based Measurement will be used to monitor individual student progress (k-5) and instructional effectiveness at our two elementary schools. Our goal is 80% proficiency on spring 2014 benchmark targets at grade level R-CBM; using the aims web national norms for all elementary students' grades 1-5. For kindergarten students the achievement goal is 80% proficiency benchmark target in phoneme segmentation fluency (PSF), nonsense word fluency (NWF), letter naming fluency (LNF) and letter sound fluency (LSF).
- McCall – Donnelly School District secondary students (6-12) will complete common core state standards type end of course assessments with a 70% pass rate.

Individual performance objectives related to employee classification

- Certified Employees – Employees will be grouped in instructional learning teams. Each member of the learning team will complete a minimum of two thirty minute instructional observation and data collection visits of a team member's classroom. Upon the completion of each instructional observation visit, a data debrief conference will be conducted among team members. Observational visits will be centered on instruction directly related to the classroom implementation of the Idaho Common Core Standards.
- Classified Employees – Employees will successfully complete six hours of supervisor assigned training models. (Example: on-line safe schools safety training models)

Distribution of grant funds

- Data collection on the district goals and individual performance objectives will be completed prior to June 13, 2014.
- Funds will be distributed prior to July 1, 2014.